

Adult Probation – Maricopa County

“Managing Adult Sex Offenders in the Community”



Chief Probation Officer Barbara
Broderick

Company Information:

Highest Ranking Official:
Barbara Broderick
Chief Probation Officer

Contact Person:
Barbara Broderick
Chief Probation Officer
(602) 506-7244
bbroderi@apd.maricopa.gov

Type of work:
The Maricopa County Adult Probation Department conducts investigations and prepares reports to assist judges with release and sentencing decisions. The Department also supervises unsentenced offenders on pretrial supervision and sentenced offenders on probation. Over 15,000 presentence reports are completed annually and the Department supervises 27,600 probationers.

Workforce: (1,086 employees)

Testimonial of Value of the AZ State Quality Awards Program

“The application process involved a rigorous self-assessment and the examiners’ feedback provided the objective perspective and expertise of outsiders, who took the time to understand our process. This was a constructive learning experience for the organization. It doesn’t really matter whether or not you win -- the program provides a roadmap for improving your process.” – Barbara Broderick, Chief Probation Officer, Maricopa County Adult Probation

Highlights of Organizational Process:

- The Maricopa County Adult Probation Department’s (MCAPD)’s mission is to enhance the safety and well-being of our neighborhoods. In balancing effective supervision of sex offenders within the community with protecting the community, MCAPD has undertaken enormous social responsibility. The department must make ethical decisions regarding where offenders may reside as well as what constitutes treatment progress and compliance with conditions of probation. Through management by innovation in a culture of change, we believe we have created a system of continuous process improvement. MCAPD has embraced the principles of evidence-based practices to better motivate offenders and staff as well as better supervise offenders and empower them to make better choices.
- Knowledge development in the treatment and corrections fields pointed to new, more effective methods for the management of sex offenders. The Department established a more formalized supervision protocol which included the formation of specialized caseloads supervised by a probation officer and surveillance officer team, specialized sex offender conditions which imposed additional restrictions to monitor sex offenders on probation, a legislative grant which provided funding for treatment and assessment of offender risk as well as funding to extend services to the probationers’ victim(s), and/or family members. Sex offender specific treatment and testing provide mechanisms for offenders to control their deviant thoughts and behaviors and for their progress to be assessed.

- Specialized caseloads facilitate intensive staff training and the development of expertise among specific officers. As a result, there is a high-quality of monitoring and supervision of sex offenders as well as greater consistency in the department's supervision of this population. A small caseload ratio of two officers to sixty probationers is an important aspect of the specialized caseloads. Clear and consistent sex offender supervision policies provide concise communication regarding the services to be delivered and the methods to be used.
- Our victim-centered approach focuses the process on protecting victims and preventing new crimes. This focus is reflected in policies, procedures and decision points throughout the process. Victims and community members provide important feedback, which can be incorporated into sex offender management practices. For example, since community notification advised citizens where offenders were living, these groups expressed concern over sex offender density. In order to monitor sex offender density and regulate the number of probationers residing at particular locations the Department designed and implemented a computer application and hired a residence coordinator.
- Collaboration is important on a case management basis as well as on program and systems levels. The open communication between the Department, treatment providers, law enforcement, the Court family, community, victims, and offenders is unparalleled in any other jurisdiction and contributes to effective sex offender management. The probation staff, treatment providers, and polygraph examiners regularly share information on individual cases, providing a more complete picture of an offender's behavior and functioning as case management teams.
- The Department implemented a contract oversight administrator (COA) as a response to treatment providers' concerns for equity in treatment referrals. The COA also monitors provider compliance to contract provisions through attending sex offender treatment groups, reviewing and resolving issues raised in reports from officers, supervisors or community members, and holding quarterly provider meetings to address any issues that have arisen. Finally, the COA acts as a liaison between treatment providers and officers so that proactive changes can be made rather than waiting until problems become unmanageable.
- The Department made improvements to its computer technology so that treatment progress information could be entered into the statewide probation database (Adult Probation Enterprise Tracking System-APETS). This enhancement provides supervising officers and supervisors easy access to offender records for tracking and research and saves time in searching for hardcopies. The APETS program also has visual reminders for staff to monitor compliance with Court ordered fees, contact standards, and case management plans.
- The Department's ultimate measure of success is a reduction in recidivism. In 2004, MCAPD began producing an annual recidivism measure, which included analysis of subpopulations. When compared to other caseload types, those on specialized sex offender caseloads had the lowest number of new felony sentencing. Also, a comparison of the results posted by similar agencies nationally found that MCAPD's sex offender program had a lower recidivism rate. This process contributes significantly to the Department's goal of crime reduction and fulfillment of its mission to enhance the safety and well being of our neighborhoods.